
Academic Leadership

Dr. R. Sarchami, PhD, Higher Education Administration

What Is Leadership?

Leadership

The ability to influence a group toward the
achievement of goals

Trait Theories

Traits Theories of Leadership

Theories that consider personality, social, physical, or intellectual traits to differentiate leaders from nonleaders

Behavioral Theories

Behavioral Theories of Leadership

Theories proposing that specific behaviors differentiate leaders from nonleaders

Behavioral Theory

Leadership behaviors can be taught.

Leaders are made not born.

Finding and Creating Effective Leaders

- Selection
 - **Use tests**
 - **Conduct interviews**
- Training
 - **Teach skills**
 - **Provide behavioral training**

Leaders are successful because of:

- The relationships they build,
- The brighter future they depict,
- Their willingness to ask difficult questions,
- Their willingness to offer ideas,
- and The energy they inject into the work atmosphere.

New Leadership Perspectives

- Charismatic approaches
- Transformational versus transactional approaches
- Leadership of self-directing work teams

ویژگی های رهبر در سازمان

۱. داشتن اعتبار در بین پیروان به واسطه:

- هوش و تبحر
- ارزش های والا، صداقت، قابلیت اعتماد
- داشتن اخلاق حرفه ای
- خلاقیت و الهام بخشی
- بیان منطقی، و امیدوار کننده
- غلبه بر دلهای پیروان و ایجاد عشق و شور در آنها برای حرکت
- تعهد به تغییر و بهبود شرایط و بالا بردن استانداردها

رهبری آموزشی

عبارت از هر عملی است که بتواند کارکردهای نظام آموزشی را تسهیل و تقویت نماید.

نقش رهبر آموزشی: عبارتست از حمایت، مساعدت، و پیشگامی در پیشبرد امور، نه ابلاغ بخشنامه و دستور دادن.

رهبران می گویند اعمال من را الگوی خود قرار دهید
مدیران می گویند از دستورات من پیروی کنید

**The job of school leaders has
been transformed by
extraordinary economic,
demographic, technological,
and global change.**

Motivation and Reinforcement

Theories of Motivation

1. **Hierarchy of Needs Theory**
2. **ERG Theory**
3. **Acquired Needs Theory**
4. **Herzberg Theory**
5. **Equity Theory**
6. **Expectancy Theory**

Practical experience from prestigious universities has shown that:

Faculty are mostly motivated through involvement, recognition and respect

Students are mostly motivated through the educational achievement (if that is the only way to proceed toward graduation)